

**BENEFIT PLANS  
OFFERED UNDER  
THE CHOICE PLAN**

Below are the current benefit plans and coverage options offered under the Choice Plan. Since these offerings are subject to change, please make sure you have the most recent update of this Summary Plan Description.

*(Applies generally to collective bargaining unit permanent employees, regardless of hire date and permanent employees hired prior to 10/1/94)*

<b>Type of Benefit</b>	<b>Benefit Plans and Providers</b>	<b>Coverage Options</b>
<b><u>Basic life insurance</u></b> Premium split: <ul style="list-style-type: none"> <li>• 80% County</li> <li>• 20% Employee (after-tax)</li> </ul>	<ul style="list-style-type: none"> <li>• Term life insurance</li> <li>• Accidental death and dismemberment (AD&amp;D)</li> <li>• Business travel accident (BTA)</li> </ul> <i>Prudential</i>	Mandatory Benefit
<b><u>Long term disability (LTD)</u></b> Premium split: <ul style="list-style-type: none"> <li>• 80% County</li> <li>• 20% Employee (after-tax)</li> </ul>	<ul style="list-style-type: none"> <li>• LTD1 for Employees' Retirement System (ERS) members - <i>CIGNA</i></li> <li>• LTD2 for Retirement Savings Plan (RSP) members - <i>County/employee funded</i></li> </ul>	Mandatory Benefit (Part-time employees are not eligible for coverage, unless they are members of the RSP)
<b><u>Medical</u></b> Premium split: <ul style="list-style-type: none"> <li>• 80% County</li> <li>• 20% Employee (pre-tax)</li> </ul>	<ul style="list-style-type: none"> <li>• Point-of-Service Plan - <i>Blue Cross Blue Shield</i></li> <li>• HMO - <i>George Washington</i></li> <li>• HMO - <i>Kaiser Permanente</i></li> <li>• HMO - <i>Optimum Choice</i></li> </ul>	<ul style="list-style-type: none"> <li>• Single Coverage</li> <li>• Family Coverage</li> <li>• No Coverage</li> </ul>
<b><u>Dental</u></b> Premium split: <ul style="list-style-type: none"> <li>• 80% County</li> <li>• 20% Employee (pre-tax)</li> </ul>	<ul style="list-style-type: none"> <li>• Traditional plan – <i>CIGNA Dental PPO</i></li> <li>• DHMO – <i>CIGNA Dental Care</i></li> </ul>	<ul style="list-style-type: none"> <li>• Single Coverage</li> <li>• Family Coverage</li> <li>• No Coverage - 2 year restriction for re-entry</li> </ul>
<b><u>Vision</u></b> Premium split: <ul style="list-style-type: none"> <li>• 80% County</li> <li>• 20% Employee (pre-tax)</li> </ul>	<ul style="list-style-type: none"> <li>• Vision plan– <i>National Vision Administrators (NVA)</i></li> </ul>	<ul style="list-style-type: none"> <li>• Single Coverage</li> <li>• Family Coverage</li> <li>• No Coverage - 2 year restriction for re-entry</li> </ul>
<b><u>Prescriptions</u></b> Premium split: <ul style="list-style-type: none"> <li>• 80% County</li> <li>• 20% Employee (pre-tax)</li> </ul>	<ul style="list-style-type: none"> <li>• Prescription drug benefit plan - <i>Caremark</i>  <b>(coverage is in addition to prescription coverage under the Medical plans)</b></li> </ul>	<ul style="list-style-type: none"> <li>• Single Coverage</li> <li>• Family Coverage</li> <li>• No Coverage</li> </ul>